

MEMORANDUM FOR: For the Record.

[redacted] telephoned the information requested in the last paragraph of this letter (two) to OPM and also advised the Office of Personnel who will respond with a formal letter.

[redacted]

Registry - pls file with DDA 83-0358. (18-3)

[redacted] FEB 1983 [redacted]

ADDA is aware of this, the two positions are for the MG career service. It was discussed at the MG session at [redacted] last week.

[redacted]

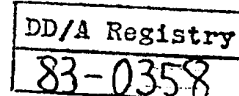
25 February 1983

Date



United States
**Office of
Personnel Management**

Washington, D.C. 20415



In Reply, Refer To

Your Reference

FEB 1 1983

Mr. Harry Fitzwater
Deputy Director for Administration
Central Intelligence Agency
Washington, D.C. 20505

DD/A REGISTRY
FEB 18-3

Dear Mr. Fitzwater:

As you know, an important goal of this Administration is to improve the efficiency and effectiveness of public programs and services. This goal is being achieved in a number of different ways, including attracting and retaining high caliber managerial talent.

In late May 1982, President Reagan signed Executive Order 12364 which re-constituted the Presidential Management Intern Program. The new Executive Order expands the academic degree eligibility to cover additional graduate programs concerned with the analysis and management of public programs and policies.

Expansion of the academic degree eligibility to cover additional graduate programs will result in your agency having an opportunity to select from a cadre of Intern finalists with skills in a wider variety of disciplines than in the past. The finalists this year must show a commitment to a career in public policy analysis or program management. Screening of 1983 nominees will be conducted in January and February with finalists to be announced in early March.

In addition to the expanded eligibility, other changes in the Program include:

- allowing agencies, with the concurrence of the Office of Personnel Management, to add a third year to the internship;
- reducing the authorized Program level to 200 new Interns each year from 250.

The Program is now entering its sixth year. The purpose of this letter is to report on our experiences with the first five years of the Program and to request from you a preliminary hiring estimate for new Interns in your agency.

I realize of course that budget reductions and new personnel ceilings may affect the hiring of Interns in your agency, but I would hope that some Interns could be brought on board this year.

This Administration has demonstrated its strong support of the program. In an October 1981 speech to members of a national honorary society devoted to public administration, Counselor to the President, Edwin Meese III stated:

" We are very much committed to continuing the Presidential Management Intern Program. We're making investments now in people who will not realize their full potential in many cases for ten, or fifteen or twenty years. But we have to make the investment now if we're going to have those kinds of people later on."

The first five groups of Interns are working for nearly 40 Federal departments and agencies. Feedback from agency representatives indicates that these Interns are productively applying their graduate training to the problems and needs of the Federal Government. I know we can expect significant contributions from them throughout their two-year internships and subsequent Federal careers.

The third class of Interns completed the Program this past summer. The retention rate for this group was over 90 percent, and the majority plan to make a career of Federal service. Interns are a diverse group; almost 20 percent are minority and 50 percent women.

During the next several months we will work closely with your agency's PMIP coordinator to refine procedures for the Program. The coordinator's role is a vital one for the Program's success in your agency in terms of hiring Interns and assuring a high quality internship experience.

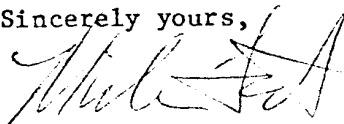
In order to prepare for next year's Program, I am requesting that you provide a preliminary estimate of the number of new Interns your agency expects to hire. This estimate should include the types of positions in which Interns will be placed. I hope that as many of the positions as possible will be in regional and field offices and installations. This information is needed no later than February 16. Hiring under the Presidential Management Intern Program must be accomplished within existing agency employment ceilings.

The information should be sent to:

Mr. Andrew W. Boesel, Chief
Presidential Management Interns Program
Workforce Effectiveness and Development Group
Office of Personnel Management
1900 E Street, NW
Washington, D.C. 20415

I know I can count on your continuing personal support for the Presidential Management Intern Program.

Sincerely yours,



Michael R. Frost
Associate Director
Workforce Effectiveness and
Development Group